GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:3598
ANSWERED ON:21.12.2015
Enhancing Job Opportunities for Labourers
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Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) the various laws enacted by the Government for protection of interests and employment of labourers and workers including the daily wagers in the country;

(b) whether the Government has amended/ proposed to amend the labour laws particularly for encouraging industries and thereby enhancing job opportunities especially for such unorganized labourers and daily wagers;

(c) if so, the details thereof along with the success achieved in this regard as a result thereof; and

(d) the measures taken by the Government to ensure continuity in employment for the said workers including the daily wagers?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a) to (d): There are various legislations for protection of interests and employment of labourers and workers including the daily wagers in the country.

The salaries/wages of employees are covered under various provisions of Acts like the Minimum Wages Act, 1948, Payment of Wages Act, 1936 and Equal Remuneration Act, 1976. Under the provisions of the Minimum Wages Act, both the Central Government and the State Governments are the appropriate Government to fix, revise, review and enforce the payment of minimum wages to workers in respect of scheduled employments under their jurisdictions.

The employment of contract labour is mainly governed by provisions of Contract Labour (Regulation & Abolition) Act, 1970 and rules of 1971. Further, worker also get benefits under various social welfare legislation like Employees State Insurance Act, 1948, Employees Provident Fund and Miscellaneous Provisions Act, 1952, Employees Compensation Act, 1923, Payment of Gratuity Act, 1972, Payment of Bonus Act, 1965 and Building and Other Construction Workers Act, 1996.

The enforcement of the Minimum Wages Act, 1948 is ensured at two levels. While in the Central Sphere, the enforcement is done through the inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery.

Equal Remuneration Act, 1973 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination. The Factories Act, 1948 and The Occupational Safety and Health Act, 2006 also has provisions for safety of workers in the factories.

In order to ensure social security to the workers in the unorganised sector, the Government has enacted the Unorganised Workers' Social Security Act, 2008.

Reform in labour laws is an ongoing process to ensure that they meet the changing requirements of the economy, society and workers at large, both in the organized and unorganized sector.

Further, to bring transparency and accountability in the enforcement of the labour laws Central Agencies, Shram Suvidha Portal (SSP) has been launched which provides for unique labour identification number (LIN) for each establishment. The portal provides for transparent web-based inspection system which removes arbitrariness and discretion in inspection. Further, the portal provides for unified single online return under 8 Acts. Also, work is in progress for common online registration under 5 Central Labour Acts by integration with e-Biz Portal of Department of Industrial Policy & Promotion (DIPP).

As part of Shram Jayate Karyakram, EPFO has allotted Universal Account Number (UAN) to ensure complete portability of accounts of the members.

The number of prosecution launched for violation of labour laws by the officers of the organization of Chief Labour Commissioner (Central) for all regions including backward regions for the year 2013-14 and 2014-15 are given below:

Activity	2013-14	2014-15
No. of prosecution launched	10621	11860

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